Tarea Tema 7

Decálogo de medidas orientadas a mejorar la productividad de un equipo:

o ID / Título.

o Descripción (2-3 líneas).

o Justificación (motivación, referencias…).

o Coste de implantación de la medida.

1- members ownership

ownership to the team members means letting them take their own decisions and making them accountable for their work, when we make a team member accountable for his work, this induces a sense of responsibility in him regarding his work.

Cost: nothing.

2- Good work environment

The work environment and infrastructure are essential contributors in improving team efficiency and productivity. According to a recent study, physical environment greatly affects how employees feel, think and perform at the workplace.

Cost: Allocate funds to choose the ideal workplace, but this should be less than 20% of the total project cost.

3- Cycle time

we can use agile metrics in almost any business. Cycle time is based on doing work in "iterative sprints" that cut projects down to a two-week maximum. This system forces we to break down tasks into bite-sized segments so we can optimize productivity. The shorter your cycle time, the more quickly we can get work done.

Cost: 0

4- Escaped defects

This measure comes from software development teams that want to see how many bugs they missed in a new product. However, it can easily apply to other organizations if defects are taken as mistakes that affect the customer. For example, if you are a marketing team, a defect could be a failed Facebook campaign or a customer complaint.

Cost: 0

5- communication expectations

Communication is one of the key factors that contributes largely in team productivity. Without effective communication, businesses fail. Because in the absence of communication, comes miscommunication and this breeds a lot of failure, Communication plays a big role in helping team members to understand their job responsibilities

Cost: Allocate funds about 5000, for monthly meeting

6- Know we team members strengths and weaknesses

Every human being has some talents and hidden gifts that can be put into good use. Thus, it becomes the duty of a manager or a team lead to discover those talents and keep them in mind while allocating tasks to them. Knowing their skill-set is the backbone of producing a productive team.

Cost: 0

7- Give them incentive

Employees work best when they are given a reason to do so – probably a monetary one. They want their efforts to be appreciated and prefer to have a little more than a 'virtual pat on the back' from their bosses. That's why many employers choose to implement incentive programs to keep their employees motivated.

Cost: Allocate funds to give them, approximate 10000 dollars.

8- Get out of the way

Every employee or team member works best when they are given an environment where they are allowed to do the things 'their way'. Most employees tend to lose interest as soon as they are being micro-managed by their bosses or managers.

Cost:0

9- Give each other feedback

the list is to introduce a feedback process in a team. There is no hope of boosting employee efficiency if they don't know they are being inefficient at the first place. This is why performance reviews and constructive feedback are essential in boosting team productivity. Getting to know about the areas of opportunities will motivate the team members to make some changes in their style of working

cost: 0

10- Demonstrate our trust

The best way to gain employee loyalty is by showing your staff that they have your trust. Clarify the ends instead of the means, and let your staff go about projects in their own way. They might not accomplish everything exactly as you would have, but they will get the job done with their own flair

Cost: 0

References

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